

## Message Text

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14  
ACTION EUR-12

INFO OCT-01 ISO-00 SAM-01 CIAE-00 DODE-00 PM-04 H-02

INR-07 L-03 NSAE-00 NSC-05 PA-01 PRS-01 SP-02 SS-15

USIA-06 /060 W  
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R 151120Z SEP 76  
FM AMEMBASSY MADRID  
TO SECSTATE WASHDC 7135  
INFO AMEMBASSY BONN  
AMEMBASSY BRUSSELS  
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AMEMBASSY OSLO  
AMEMBASSY PARIS  
AMEMBASSY ROME  
AMEMBASSY STOCKHOLM  
AMEMBASSY THE HAGUE  
USMISSION NATO  
USMISSION EC BRUSSELS

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E.O. 11652: N/A  
TAGS: ELAB, SP  
SUBJECT: "UNITY OF ACTION:" COS OFFICIALLY LAUNCHED

REF: MADRID 6512

SUMMARY: THE COS WAS FORMALLY LAUNCHED ON SEPTEMBER 11, WITH  
THE PUBLISHING OF ITS FOUNDING DOCUMENTS. IT MAY PLAY  
AN IMPORTANT ROLE IN ANY FUTURE GOVERNMENT-LABOR NEGOTI-  
ATIONS ON LABOR REFORM MATTERS, AND CAN ALSO BE EXPECTED  
TO BE IN THE FOREFRONT AS LABOR SPOKESMAN IN THE AUTUMN.  
IT BEARS REPEATING THAT NEITHER THE UGT NOR THE USO WISH  
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THE COS TO BE A FIRST STEP TOWARD A UNIFIED LABOR MOVEMENT.

THE NAME OF THE GAME IS UNITY OF ACTION, AND NOTHING MORE, ALTHOUGH THE SWC WILL CONTINUE TO DO ITS BEST TO PROMOTE ORGANIZATIONAL UNITY. END SUMMARY.

1. THE COS (COORDINADORA DE ORGANIZACIONES SINDICALES- THE NATIONAL "UNITY OF ACTION" COORDINATING MECHANISM GROUPING THE SOCIALIST UGT, CHRISTIAN SOCIALIST USO, AND THE COMMUNIST-DOMINATED WORKERS' COMMISSION-SWC) WAS FORMALLY LAUNCHED IN MADRID ON SEPTEMBER 11, WITH THE PUBLISHING OF ITS FOUNDING DOCUMENTS. THE PRIMARY AIM IS THE ACHIEVEMENT OF UNITY OF ACTION THROUGHOUT THE SPANISH STATE AMONG THE MEMBER LABOR ORGANIZATIONS AS DEMOCRACY AND TRADE UNION AFFAIRS (RUPTURA DEMOCRATICA Y SINDICAL). THE BASIC DOCUMENTS INCLUDED A) THE BASES FOR THE AGREEMENT ON THE CREATION OF THE COS, B) A MANIFESTO TO THE WORKERS, AND C) A SHOPPING LIST OF LABOR DEMANDS.

2. THE COS CLAIMED TO WANT 1) TO ACHIEVE THE FULFILLMENT OF THE ECONOMIC AND SOCIAL DEMANDS OF ALL SPANISH WORKERS, 2) TO WIN TRADE UNION FREEDOM AND DEMOCRATIC FREEDOMS, WITHOUT LIMITATIONS, AND 3) TO STIMULATE UNITY OF ACTION THAT WILL LEAD TO TRADE UNION FREEDOM. IN WAY OF "IMMEDIATE OBJECTIVES, GIVEN THE CURRENT POLITICAL AND ECONOMIC SITUATION, THE COS MANIFESTO PROPOSED 1) A WAGE INCREASE IN ALL CATEGORIES, 2) JOB SECURITY FOR ALL, 3) UNEMPLOYMENT BENEFITS THAT WOULD COVER 100 PERCENT OF A WORKER'S SALARY, 4) TRADE UNION FREEDOM AND DEMOCRATIC FREEDOMS, 5) AN UNLIMITED AMNESTY INCLUDING THE RETURN OF EXILES, AND 6) LABOR AMNESTY.

3. THE COS SHOPPING LIST OF DEMANDS FOR A COMMON RECOVERY PROGRAM INCLUDED: A) AUTOMATIC REVISION OF WAGES WHEN COST OF LIVING INDEX RISES THREE POINTS, B) 40-HOUR WEEK WITH TWO CONSECUTIVE REST DAYS, C) A MONTH'S PAID VACATION, D) RETIREMENT AT AGE 60 AT FULL SALARY, E) WORKER CONTROL OF THE LABOR ORGANIZATIONS, AND F) COMPLETE LABOR EQUALITY BETWEEN MEN AND WOMEN. AN APPENDED DOCUMENT ALSO INCLUDED A NUMBER OF "SOCIAL AND POLITICAL DEMANDS," SUCH AS DECENT HOUSING, THE RIGHT TO STRIKE, ANTI-POLLUTION PROGRAMS, AND FREE LIMITED OFFICIAL USE

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GOVERNMENT SCHOOLING UNTIL AGE 16.

4. WITH RESPECT TO THE BASES OF THE COS AGREEMENT, IT WAS EMPHASIZED THAT "THE COS IS NOT A STRUCTURE OF ORGANIC UNITY OF THE WORKING CLASS--NOR DOES IT FORESHADOW SUCH UNITY." THE GOAL WAS "UNITY OF ACTION WHICH IMPLIED AGREEMENT AT THE BASE."

5. COMMENT: THE TIMING OF THE FORMAL LAUNCHING OF THE COS WAS IN ACCORD WITH WHAT UGT SECRETARY GENERAL NICOLAS REDONDO TOLD US AT THE START OF THE VACATION PERIOD ( MADRID 5651). HE HAD SPECULATED THAT IN VIEW OF THE EXPECTED LABOR UNREST THIS FALL, THEY MIGHT GET MORE MILEAGE OUT OF THE EVENT IF HELD IN EARLY SEPTEMBER. AS IT WAS, THE OCCASION RECEIVED MODEST COVERAGE IN THE INSIDE PAGES OF THE PRESS, AND THE FAMILIAR THEMES AND DEMANDS CAUSED LITTLE STIR.

6. UNCOMFORTABLE AS THE USO AND THE UGT--ESPECIALLY THE LATTER--MAY BE WORKING WITH THE SWC, AS LONG AS THEY REMAIN ILLEGAL THEY WILL ALSO REMAIN MINDFUL OF THE AXIOM UNITED WE STAND DIVIDED WE FALL. AS INDICATED IN REFTTEL, THE COS MAY PLAY AN IMPORTANT ROLE IN ANY FUTURE GOVERNMENT-LABOR NEGOTIATIONS ON LABOR REFORM MATTERS, FOR THE THREE MEMBER UNIONS HAVE INDICATED THEY WILL NOT NEGOTIATE SEPARATELY. FURTHERMORE, AS IS THE CASE ON THE POLITICAL OPPOSITION FRONT, THEY ARE SOMEWHAT SUSPICIOUS OF EACH OTHER AND THE COS IS A WAY OF MAKING SURE THAT EACH GROUP TOES THE LINE ON LABOR MATTERS. THE COS CAN ALSO BE EXPECTED TO BE IN THE FOREFRONT AS LABOR SPOKESMAN IF THE "HOT ZUTUMN" DOES COME ABOUT (MADRID 6944). FINALLY, IT BEARS REPEATING THAT NEITHER THE UGT NOR THE USO WISH THE COS TO BE A FIRST STEP TOWARD A UNIFIED LABOR ORGANIZATION. THE NAME OF THE GAME IS UNITY OF ACTION, AND NOTHING MORE, ALTHOUGH THE SWC WILL CONTINUE TO DO ITS BEST TO USE THE COS AS AN ENENTERING WEDGE TOWARD A UNITED LABOR MOVEMENT WHICH THEY WOULD HOPE TO LEAD.  
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